

# Job Training Needs Study Committee

Tuesday, November 3, 2009

Elisabeth Buck, Director  
Iowa Workforce Development

# Integration

- **Purpose**: Demand-Driven, Skill-Based, Integrated Service Delivery
- **Integrated Delivery Methods**:
  - Customer Pool
  - Customer Flow
  - Staffing
- **Three Functional Teams**:
  - Membership
  - Skills Development
  - Recruitment and Placement

# Integration Progress

- Launched Labs:
  - Des Moines,
  - Creston,
  - Dubuque
- Next Launches:
  - Council Bluffs,
  - Fort Dodge,
  - Newton,
  - Red Oak

# Integrated Offices Membership Numbers Thru October 30, 2009

Name	Total Members	Female	Male	Years Of Education 11	1-	Disabled
Creston	501	205	296	55		72
Des Moines	5368	2188	3176	871		632
Dubuque	657	274	382	66		72
Sum:	6526	2667	3854	992		776
Name	Hispanic	Race AIAN	Race Asian	Race BAA	Race HNPI	Race White
Creston	16	10	2	12	1	463
Des Moines	448	127	186	1388	18	3238
Dubuque	12	7	7	114	7	514
Sum:	476	144	195	1514	26	4215
Name	WIA Adult	WIA Dislocated Worker	Displaced Homemaker	Relocation (New Iowan)		
Creston	438	132	6	37		
Des Moines	4677	1430	51	676		
Dubuque	579	187	4	68		
Sum:	5694	1749	61	781		
Name	% Employment Express	% Career Advancement	% Career Development			
Creston	81%	9%	10%			
Des Moines	85%	8%	7%			
Dubuque	90%	8%	2%			

# Key Integration Membership Numbers

- Male = 60%; Female = 40%
- 15% have less than a HS Diploma
- 11% are Disabled
- 87% of members enrolled in WIA Adult
- Racial Breakdown:
  - 64% White
  - 23% African American
  - 7% Hispanic
  - 2% Asian
  - 4% Other

# Workforce Investment Act

- **Adult**: 1,047 participants at a cost of \$2,422,783, or \$2,314 per participant
- **Dislocated Worker**: 2,913 participants at a cost of \$4,119,421, or \$1,414 per participant
- **Youth**: 447 Older Youth (aged 19 to 21) participants, 799 Younger Youth (aged 14 to 18) participants. Total costs were \$3,277,062, or \$2,630 per participant.

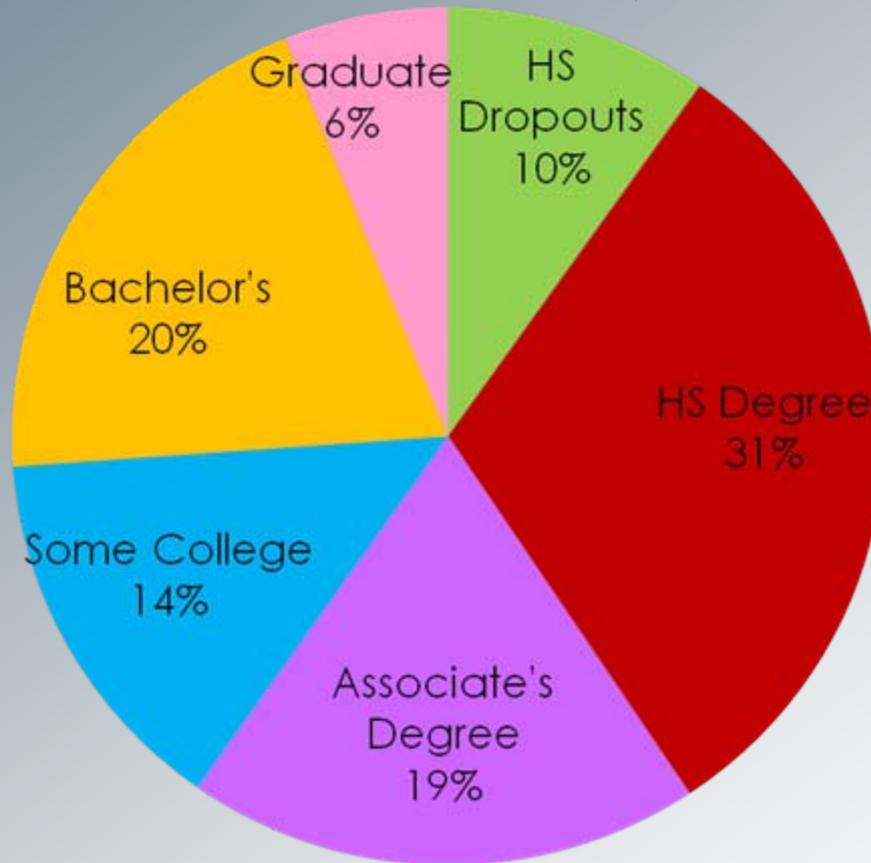
# Unemployment Insurance Training Extension Benefits

- 26 weeks of additional unemployment insurance for training in a high-demand, high-growth occupation
- Number allowed in the first two months: 1,202
- Equal gender distribution
- 19.2% are non-white

# Trade Assistance Act

- Extensive services available (see handout)
- In FFY 2007 (the year of the Maytag shut down), 2,848 individuals exited the program, and Iowa had a final allocation of \$12,279,537.

# Labor Force Participation by Educational Attainment in Iowa, 2009



Data derived from Bureau of Labor Services and Census Bureau: Current Population Survey, 2009. Data includes individuals aged 16 or above who are currently in the labor force. It includes students currently enrolled in high school; excludes unemployed, retirees, children, or those not pursuing a job.

# STATE ADMINISTERED WORKFORCE EDUCATION & TRAINING PROGRAMS

*Workforce Skill Enhancement*

*Economic Development*

*Life Long Learning*

*Education & Training*

*Technology Skill Development*

STATE OF IOWA

A Summary of  
State Administered Workforce Training Programs



CHESTER J. CULVER  
GOVERNOR

**OFFICE OF THE GOVERNOR**

PATTY JUDGE  
LT. GOVERNOR

**Dear Iowans:**

**On behalf of the State of Iowa, I am proud to present this comprehensive overview of workforce training and education programs for the citizens, workers and businesses of Iowa.**

**Our state has always made public education its top priority. The information included here showcases our extended investment into adulthood and the culture of "Lifelong Learning" available for all working Iowans. We recognize that continued education and worker training are vital to personal prosperity and to business success, and our objective is to strengthen the ties between education, our workforce and Iowa's economy. I would ask you to take some time and become familiar with the educational and training opportunities this state affords its workers, and consider the importance of this array of services to the continued prosperity of our state.**

**Lt. Governor Judge and I are proud of the work we are doing to develop the talent of Iowa's workforce, attracting new businesses to the state, and particularly, providing the "Lifelong Learning" tools necessary for the state's future economic growth. I believe Iowa is ready to compete in a global economy. Our investment in a workforce trained for the 21<sup>st</sup> century is proof of our commitment.**

**Sincerely,**

A handwritten signature in cursive script that reads "Chet Culver".

**Chet Culver, Governor of Iowa**



# Program Overviews

## College Student Internships

Connects students at Iowa's private and public colleges, community colleges and universities with existing and emerging biosciences, advanced manufacturing and information technology companies statewide. Companies with less than 500 employees are eligible for the program. Awards are available up to \$3,100 for any single internship. A company can apply for a maximum of three internships or a maximum \$9,300 award per company. Companies must match the award with at least one dollar of non-state funding for every one dollar of state funds.

([www.iowalifechanging.com/business](http://www.iowalifechanging.com/business))

## Federal Adult Education and Family Literacy

Federal Adult Education and Family Literacy assistance is designed to increase the employment retention, the earnings, and the occupational skill attainment of the participants. The assistance results in improving the quality of the workforce, reducing welfare dependency, and enhancing the productivity and competitiveness of the Nation. Major emphasis is placed on (1) assisting adults to become literate and obtain the knowledge and skills necessary for employment and self-sufficiency; (2) assisting adults, who are parents, obtain the educational skills necessary to become full partners in the educational development of their children; and (3) assisting adults in the completion of a secondary school education.

([www.iowa.gov/educate](http://www.iowa.gov/educate))

## Federal Perkins Adult Corrections

Federal Perkins aid improves services and programs in state correctional institutions that assist individuals in preparing for employment in high-skill, high-wage occupations. Special emphasis is placed on assisting with career guidance and counseling, achieving academic standards and career/technical skills, and completion of programs of study. Partnerships among other local and state agencies, including community involvement, are important in the rehabilitation process.

([www.iowa.gov/educate](http://www.iowa.gov/educate))

## Federal Perkins Programs

Federal aid authorized by Perkins Act of 2006 to strengthen the academic, career, and technical skills of students in the 1-2 year occupational preparation Career/Technical and College Parallel/Career Option programs. The assistance is used to develop challenging academic and technical standards, career guidance and counseling activities, opportunities for non-traditional training and employment, professional development for quality instruction, and expand the use of technology.

([www.iowa.gov/educate](http://www.iowa.gov/educate))

## Information Technology Training Funds

Assists information technology firms and departments to develop, retool, refine, and broaden the skills of their existing workers. The rapidly changing and evolving nature of the industry requires a more flexible response than is currently provided under traditional job training programs. The IT Training Program provides funds for companies or departments of Iowa companies engaged in the delivery of information services in the state to upgrade the technical skills of existing high-level employees. Awards are available up to \$25,000 per company. Companies must match the award with at least two dollars of non-state funding for every one dollar of state funding.

([www.iowalifechanging.com/business](http://www.iowalifechanging.com/business))

## Iowa Choices®

The Iowa College Student Aid Commission sponsors a statewide designated career information and decision-making system that can be used by students and parents when planning career and educational opportunities beyond high school, as well as individuals seeking new career and educational opportunities throughout a lifetime. The Iowa Choices® program also is designed to equip educational professionals with the knowledge and skills needed to assist students, families, and individuals seeking job training or retraining opportunities with career exploration and information, as well as knowledge about educational and financing opportunities. [www.iowacollegeaid.gov](http://www.iowacollegeaid.gov)

## Local Veterans Employment Representatives (LVER) and Disabled Veterans Opportunity Program (DVOP)

Veterans may receive preferential services for job placement and other programs. Career Consultants work with veterans recently separated from military service or with barriers to employment. Barriers may include disabilities incurred while in military service, substance abuse, convictions, work history, or others that may hinder obtaining suitable employment. Services include counseling, testing and identifying training and employment opportunities. Active outreach programs are conducted with employers, community and veterans organizations, unions, and local counseling and social service agencies to make sure veterans know about and receive the services for which they are eligible.

([www.iowaworkforce.org](http://www.iowaworkforce.org))

## National Emergency Grants (NEG)

These special grants are used to provide retraining and re-employment services to individuals dislocated because of a closure or substantial layoff from a specific business or facility.

([www.iowaworkforce.org](http://www.iowaworkforce.org))

# Program Overviews

## **New Iowan Centers (NIC)**

The focus of the New Iowan Centers is to help anyone new to Iowa, whether from another state or another nation, feel welcome. Unskilled, semi-skilled and skilled workers are employed in all sectors of a community and add to the community's assets. These jobs are essential to keeping the state's economy growing and communities strong. In addition, newcomers bring their education and experience to be utilized by our state. The focus of the New Iowan program has changed from giving services to newcomers to Iowa to a broader range of economic development and the incorporation of newcomers into their communities.

([www.iowaworkforce.org](http://www.iowaworkforce.org))

## **Office Specialist Program**

The Office Specialist Program is a cooperative post high school education program between Iowa Correctional Institution for Women and Des Moines Area Community College (DMACC). It is a program for offenders to earn an Office Specialist Certificate from DMACC. The purpose is to prepare offenders for upgrading work related office skills. The program is a series of six college credit classes offered on grounds at ICIW. DMACC provides the instructional services for the program. Classes are held in the evenings or on Saturdays. There are a maximum of 15 students in each class.

([www.doc.state.ia.us](http://www.doc.state.ia.us))

## **Registered Nurse & Nurse Educator Loan Forgiveness Program**

The Registered Nurse and Nurse Educator Loan Forgiveness Program offers federal student loan repayment benefits to nurse educators teaching at eligible Iowa colleges and universities or registered nurses employed in Iowa. Nurses may receive annual awards equaling 20 percent of their total outstanding federal Stafford loan balances up to \$6,269. The award is available for no more than five years. To be eligible, applicants must be nurse educators who hold master's, specialist, or doctorate degrees and employed by eligible Iowa colleges or universities; or be registered nurses who are employed as nurses in Iowa. Nurse educators and registered nurses also must have been first employed in Iowa no earlier than July 1, 2007.

(<http://www.iowacollegeaid.gov>)

## **PROMISE JOBS (PJ)**

The Department of Human Services administers the PROMISE JOBS (PJ) program, a federal and state funded employment and training program that is mandatory for most public assistance recipients. Iowa Workforce Development manages a number of programs within PJ in the field offices. The programs are designed to increase educational and employment opportunities for welfare recipients and encourage them to become self-sufficient.

([www.iowaworkforce.org](http://www.iowaworkforce.org))

## **Senior Internship Program**

The Senior Internship Program is authorized by Title V of the Older Americans Act is a federally sponsored employment and training program that targets low income older individuals who want to remain in or re-enter the workforce. Participants must be 55 years of age or older and low income. The program, known as the Senior Community Service Employment Program (SCSEP) offers participants work-based community service training at non-profit agencies so that they can gain on-the-job experience and prepare to re-enter the workforce. The ultimate goal of the program is to move SCSEP participants to unsubsidized employment so that they can achieve economic self-sufficiency.

([www.state.ia.us/elderaffairs](http://www.state.ia.us/elderaffairs))

## **Community Colleges of Iowa**

State aid provides assistance to program/courses in Iowa's Community Colleges who are preparing students to enter or advance in the workforce and/or transfer to a four-year college or university. The programs vary in length from 120 hours to two-years depending on the time necessary to acquire the skills and knowledge for a particular occupation as well as to further their education for employment following completion of a four-year degree. These educational/training programs include credit awarding College Transfer/arts and science, College Parallel/Career Option, Career/Technical, and Apprenticeship as well as non-credit courses, Adult/Continuing Education, for training, retraining and upgrading skills. Recertification and Re-licensure courses provide individuals employed to keep current in technology and occupational standards.

([www.iowa.gov/educate](http://www.iowa.gov/educate))

## **Teacher Shortage Loan Forgiveness Program**

The Iowa Teacher Shortage Loan Forgiveness Program offers federal student loan repayment benefits to Iowa teachers. Teachers may receive annual awards equaling 20 percent of their total outstanding federal Stafford loan balances not to exceed \$6,269. The award is available for a total of five years. To be eligible, a teacher must be a fully licensed classroom teacher who began his or her first teaching job in Iowa no earlier than July 1, 2007.

(<http://www.iowacollegeaid.gov>)

# Program Overviews

## Trade Adjustment Assistance (TAA)

This federally funded employment and training program provides benefits to individuals displaced from their jobs due to foreign competition and jobs that are lost because the work activity was either moved out of the U.S. or as a direct result of foreign imports. IWD staff conduct informational meetings for the workers of the closing organizations and coordinate the classroom training benefit which involves individual class schedules, tuition payment, and student reimbursements for travel, childcare, books, and other approved costs. At any point in time, approximately 1000-1200 participants are enrolled in post-secondary training.

([www.iowaworkforce.org](http://www.iowaworkforce.org))

## Vocational-Technical Tuition Grant Program

The Iowa Vocational-Technical Tuition Grant Program provides assistance to students enrolled in vocational-technical or career option programs at Iowa Community Colleges. Grants of up to \$1,200 help students with financial need pay for college. Part-time students may be eligible for adjusted amounts. Students also must be an Iowa resident enrolled in at least 3 credit hours.

(<http://www.iowacollegeaid.gov>)

## Wagner-Peyser Job Placement

These federal and state programs assist individuals find jobs, employers to find workers, and provide economic protection for unemployed individuals. Employer services include local, state, and nationwide job listing, testing, and referral of qualified workers. Job seeker services include orientation, counseling, job club, job search assistance, job-matching, access to job listings (local state-wide, and via the Internet), and services referral(s).

([www.iowaworkforce.org](http://www.iowaworkforce.org))

## Workforce Investment Act (WIA)

The Workforce Investment Act (WIA) is a federally funded employment and training program designed to prepare adults, economically disadvantaged youth, and dislocated workers for participation in the labor force. The goal of workforce investment activities is to increase the employment, retention, and earnings of participants, and increase occupational skill attainment by participants to improve the quality of the workforce, reduce welfare dependency, and enhance the productivity and competitiveness of the Nation.

([www.iowaworkforce.org](http://www.iowaworkforce.org))

## WIA Adult Training Program

The Adult training program is designed to prepare adults (22 and older) for participation in the labor force by increasing their occupational and educational skills, resulting in improved long-term employability, increased employment and earnings, and reduced welfare dependency. Three levels of service are available to adults: core services, intensive services, and training services. Adults must first receive core services before they can move on to intensive services, and must receive intensive services before they can move on to training services. Because Adult program funds are limited, priority in the provision of intensive and training services must be given to adults who are low-income or welfare recipients.

([www.iowaworkforce.org](http://www.iowaworkforce.org))

## WIA Dislocated Workers Program

The Dislocated Workers program provides retraining and re-employment services to individuals who have been dislocated from their jobs, and to displaced homemakers. Employment services reach beyond basic job placement. Job seekers have access to computerized resource centers for career exploration, resume preparation, skills assessment and testing, job search, on-line work registration, and on-line unemployment insurance claims filing. Job seekers also have access to a variety of skill building workshops, job search assistance curriculum and individual case management.

([www.iowaworkforce.org](http://www.iowaworkforce.org))

## WIA Youth Training Program

The Youth training program is designed to improve the long-term employability of youth (14 through 21), enhance the educational, occupational and citizenship skills of youth, encourage school completion or enrollment in alternative school programs, increase the employment and earnings, reduce welfare dependency, and assist youth to make a successful transition from school to work, apprenticeship, the military, or post-secondary education and training. Many regions throughout the state are striving to engage more out-of-school youth in providing support and services that will lead the youth to gainful employment. It is important that youth are employed in a field that not only interests them, but one in which they have the potential to obtain the skills and abilities to be successful.

([www.iowaworkforce.org](http://www.iowaworkforce.org))

# Key terms & definitions

The charts on the following pages reflect programs whose focus is to assist with training efforts to various populations. These programs are listed by administering department and will provide information on populations served, service levels, program impacts, program outcomes and additional information specific to the program.

In some instances, the fiscal allotment is noted as to whether the funds were allocated, expenditures, federal monies, or state funds. The target populations, are those who the program is designed to serve and are color-coded based on the definitions below.

## Dislocated Workers

Individuals who have been terminated from employment as a result of a substantial business closure/relocation and are unlikely to have employment opportunities in the same/similar type of work.

## Employers

Individuals who employ lowans as a part of their business operations.

## Incumbent Worker

Individuals who are currently in the workforce, gainfully employed needing "up-skilled" for future employment and retention opportunities.

## Lacking Basic Skills

Individuals who do not possess basic literacy, math, or life skills to be competitive in the labor market.

## Low Income

Individuals who meet state or federal income guidelines as being below or near poverty level.

## Offender Re-entries

Individuals who have been released from a correctional facility and seeking employment.

## Persons with Disabilities

Individuals who have medical conditions that significantly limit one or more common life active and without otherwise qualify for government disability aid.

## Veterans

Individuals who have served active duty in a branch of the military for 180 days or more and have been released with an other than dishonorable discharge, or have been discharged from active duty because of a service-connected disability or a member of the National Guard or Reserve who has turned a campaign badge and has been released from duty with an other than dishonorable discharge.

## Welfare/Social Services Recipients

Individuals who are receiving assistance from food stamp programs, temporary assistance for needy families, and other forms of governmental income assistance.

## Youth

Individuals who are employable and age 14-21. In most cases there are income guidelines for qualified applicants.

## General Public

Individuals who are seeking work or retraining opportunities and have a authorization to work in the U.S.

Agency	Iowa Workforce Development				
Program	Employment Services (Wagner-Peyser)	Trade Adjustment Assistance Program (TAA)	Veterans Employment & Training Program	WIA Dislocated Worker Program	WIA Adult Program
Available Funds	\$6,873,400 \$403,500 (Reed Act) [FY 2008]	\$7,511,183 \$244,000 (ATAA)	1,437,000 (DVOP) \$124,000 (LVER) [FY 2008]	\$3,051,658 (FY07 Expenditures)	\$1,973,693 (FY07 Expenditures)
Target Population	General Public & Employers	Dislocated workers due to facility locating outside US	Veterans	Dislocated worker affected by closures/ layoffs from a qualified targeted dislocation	Qualifying Adults over age 17 who are welfare/low income
Service Level	Total # Served: 217,641 Job seekers 125,232 job postings 193,177 referrals	Total # Served: 1,066 enrolled in training	Total # Served: 13,707	Total # Served: 1,923	Total Adults Served: 1,150
Impact/ Outcomes	IWD Resource Rooms hosted 82,899 individuals who accessed 457,826 services  Entered Employment 75%  Retention Rate 84%  Average Earnings \$11,577 [6 month average]	Entered Employment rate: 95.0%  Retention rate: 82.0%	Veteran data for last 6 months:  Employment rate: 71.0%  Retention rate: 82.0%  Average hourly wage: \$13.31  Average earnings: \$13843.00	Employment rate: 92.2%  Retention rate: 99.3%  Credential rate: 73.2%	Employment rate: 84.4%  Retention rate: 94.3%  Credential rate: 62.2%
Program Notes	These federal and state programs assist individuals to find jobs, employers to find workers, and provide economic protection for unemployed individuals. Employer services include local, state, and nationwide job listing, testing, and referral of qualified workers.	This federally funded employment and training program provides benefits to individuals displaced from their jobs due to foreign competition and jobs that are lost because the work activity was moved either out of the U.S. or as a direct result of foreign imports.	Veterans may receive preferential services for job placement and other programs. Consultants work with veterans recently separated from military service or with barriers to employment. Services include counseling, testing and identifying training and employment opportunities.	The WIA Dislocated Workers Program provides retraining and re-employment services to individuals who have been dislocated from their jobs and to displaced homemakers.	This Program is designed to prepare adults 22 and older to participate in the labor force by increasing occupational and educational skills, resulting in improved long-term employability, increased employment & earnings, & reduced welfare dependency.
Additional Information (web site)	<a href="http://www.iowaworkforce.org">www.iowaworkforce.org</a>	<a href="http://www.iowaworkforce.org">www.iowaworkforce.org</a>	<a href="http://www.iowaworkforce.org">www.iowaworkforce.org</a>	<a href="http://www.iowaworkforce.org">www.iowaworkforce.org</a>	<a href="http://www.iowaworkforce.org">www.iowaworkforce.org</a>

Agency	Iowa Workforce Development				
<b>Program</b>	WIA Youth Program (Title 1)	WIA National Emergency Grants	Promise Jobs FY 2008	New Iowan Centers	Work Incentive Planning & Assistance
<b>Available Funds</b>	\$2,524,704 (FY07 Expenditures)	\$21,191,044 (FY2008)	\$14,768,433 (with Central office costs) \$13,925,831 (w/o CO)	\$1,500,000	\$162,212 [FY 2008]
<b>Target Population</b>	Qualified welfare recipients age 14-21	Dislocated worker affected by closures/ layoffs from regular or trade related	TANF Recipients  Referred by DHS	New Iowans	Qualified recipients of Social Security Disability funds
<b>Service Level</b>	Total # Served: 1,188	Total # Served: 1497	Total # Served: 12,315 (monthly case load)	Total # Served: 14,175	Total # Served: 1148
<b>Impact/ Outcomes</b>	Skill attainment rate: 72.5%  Diploma/GED rate: 75.0%  Retention rate: Younger youth: 82% Older youth: 100%  Credential rate: 63.4%  Annual earnings change: \$4049 (increase)	Program provided assistance for the: 360 trade related closures/layoffs and 691 Regular closures/layoffs during FY07 And 446 severe storm/tornado/flood disaster grants	Participation rates tracked monthly versus annually	Number of services provided: 38,930 Training opportunities provided: 10,257	Newly initiated program, currently tracking impacts/ outcomes  Training Opportunities provided: 300
<b>Program Notes</b>	This Program improves long-term employability of youth (14-21), enhances educational/ occupational skills; encourages school completion or enrollment in alternative programs; increases employment and earnings; reduces welfare dependency.	These special grants are used to provide retraining and re-employment services to individuals dislocated because of a closure or substantial layoff from a specific business or facility.	Human Services administers PROMISE JOBS (PJ) a federal/state funded employment and training program that is mandatory for most public assistance recipients.	The holistic approach of the New Iowan program provides full acculturation of newcomer and existing residents while supporting a broad range of economic development, facilitating the success of newcomers within their communities.	The Iowa WIPA initiative is designed to support all Social Security beneficiaries in pursuing their career objectives and effectively manage their benefits and applicable work incentives at the same time.
<b>Additional Information</b> (web site)	<a href="http://www.iowaworkforce.org">www.iowaworkforce.org</a>	<a href="http://www.iowaworkforce.org">www.iowaworkforce.org</a>	<a href="http://www.iowaworkforce.org">www.iowaworkforce.org</a>	<a href="http://www.iowaworkforce.org">www.iowaworkforce.org</a>	<a href="http://www.iowaworkforce.org">www.iowaworkforce.org</a>

Agency	Iowa Department of Education				
Program	Vocational Rehabilitation Standard	Community Colleges of Iowa	Federal Perkins Programs	Federal Perkins Adult Corrections	Federal Adult Education & Family Literacy
Available Funds	\$25,580,503 (Federal) \$6,923,312 (State)	\$171,962,414 \$2,000,000 (Supplemental salary)	\$4,485,752 (Federal)	\$45,781 (Federal)	\$4,240,789 (Federal)
Target Population	Qualified Injured & Disabled Workers	Students enrolled in credit programs in Arts/Sciences, Career/Technical, and non-credit Continuing Education (CEUs) courses	Students enrolled in career/technical and college parallel/career option programs	Residents of adult correctional facilities	Working adults with limited literacy skills
Service Level	Total # Served: 20,633	Total # Served: * See Program Notes	Programs impacted: 154 Total Served: 14,738	Total # Served: 800	Total # Served: 9,271 Adult Basic Ed (ABE): 6,161 English 2nd Language (ESL) - 3,110
Impact/ Outcomes	2,130 employed. 98% were in competitive jobs at min wage. 93.4% employed were significantly disabled. Average hourly wage: \$10.73	<b>Arts/Science:</b> FY 2005 median salary - \$28,217 Salary increase since 2002 - 20.0% <b>Career/Technical:</b> Average wage: \$24,530 Graduation rate: 38.0% (nationally 33.0%) <b>Continuing Education:</b> Courses offered - 144 areas Recertification/ relicensures - 45 areas	Nontraditional participants: 32.0% Annual wage increase: 8.0%	Post-release employment rate: 36.0% still employed 8 quarters after release GED/high school completion participants have higher wage earnings, median wage: \$8.00/hr Unemployment rate reduced	Skill attainment: 74.0% GED completion rate: 99.0% Basic skill certificates: 7,068 Working ages: 89.0% of the ABE, GED, and ESL enrollees 55.0% continue education Individuals indicating a goal to: Obtain employment - 80.0% Retain employment - 90.0%
Program Notes		Administered and delivered by Iowa Community Colleges  Additional training programs are conducted in cooperation with the Iowa Department of Economic Development * <b>Service Level Breakdown:</b> Arts & Science - 76,896 Career/Technical - 40,500 Career Options—6,636 Both A&S and CTE— 4,113 Non-Credit: Relicensures —41,452 New Job Training— 11,104	Administered and delivered by Iowa Community Colleges	Administered and delivered by Iowa Community Colleges.  Funded through the Federal Perkins Programs  Conducted in partnership with the Iowa Department of Corrections	Administered and delivered by Iowa Community Colleges
Additional Information (web site)	<a href="http://www.ivrs.gov">www.ivrs.gov</a>	<a href="http://www.iowa.gov/educate">www.iowa.gov/educate</a>	<a href="http://www.iowa.gov/educate">www.iowa.gov/educate</a>	<a href="http://www.iowa.gov/educate">www.iowa.gov/educate</a>	<a href="http://www.iowa.gov/educate">www.iowa.gov/educate</a>

Agency	Iowa Department of Economic Development					
Program	Iowa Industrial New Jobs Training Program 260(E)	Iowa Jobs Training Program 260(F)	Accelerated Career Education Program 260(G)	Workforce Training & Economic Development Fund	IT Training Funds	College Student Internships
Available Funds	\$62,199,000 * FY 2008	\$4,000,000 * FY 2008	\$6,000,000 *For tax credit piece of ACE	\$11,500,000 (appropriated via Iowa Values Fund)	\$500,000	\$480,000
Target Population	New employees in start-up & expanding targeted businesses	Incumbent employees in targeted businesses	Community College students in high skill, high demand career education	Career and technical education programs targeting students and Iowa workers	IT workers	Businesses looking for funds to help employ interns
Service Level	Total # Served: 138 (projects)  8,698 (workers)	Total # Served: 236 (projects) 6,394 (workers)	Total # Served: 2,369 (students)	Total # Served: 25,407 (students & Workers)	Total # Served: 19(Businesses) 347 (Workers)	Total # Served: 75 (Businesses) 150 (Interns)
Impact/ Outcomes	Impact and Outcomes of this program are summarized in the above sections. These are the reported from the colleges to the Department of Economic Development.	Impact and Outcomes of this program are summarized in the above sections. These are the reported from the colleges to the Department of Economic Development.	Completed training: 1,461 students  Job placements: 593  Average hourly wage: \$16.30	Requires at least 70% of the monies be spent on activities that serve the three industry clusters of advanced manufacturing, information technology and insurance, and biosciences (which includes biotechnology, healthcare and nursing care technology).	Funding for this program began in FY08	Funding for this program began in FY08
Program Notes	Administered and delivered by Iowa Community Colleges. Funded through the sale of bonds that are repaid through a diversion of state income tax withholding from the new employees covered under the contractual agreement with the community college for a period of up to ten years.	\$2.7 million for incumbent worker retraining, 300,000 for Business Network Training and \$1.0 million for apprenticeship training.  Funding from Workforce Development Fund	Supports increased instructional capacity in high skill, high demand, community college career and technical education programs.  Funded through diversion of state income tax withholding from employers supporting technical programs through contractual agreements with community college	Funds are used for: * Accelerated Career Education programs * Iowa Jobs Training projects * Career Academies * Vocational & Technical Training programs * In-Service Training & Retraining projects  This funding is distributed to colleges based on DOE's general aid formula.	This program provides funding for IA firms to upgrade the skills of existing workers. Increased difficulty in finding workers with the right skills has made it important for firms to retrain and develop existing workers by updating current training programs with the use of the funds provided by this program	The Student Internship Program links college students from Iowa schools to internship opportunities in small to medium sized firms in the biosciences, advanced manufacturing and information technology industries with the goal of transitioning the interns to full-time employment in the state upon graduation
Additional Information (web site)	<a href="http://www.iowalifechanging.com">www.iowalifechanging.com</a>	<a href="http://www.iowalifechanging.com">www.iowalifechanging.com</a>	<a href="http://www.iowalifechanging.com">www.iowalifechanging.com</a>	<a href="http://www.iowalifechanging.com">www.iowalifechanging.com</a>	<a href="http://www.iowalifechanging.com/business/ic/funds.html">www.iowalifechanging.com/business/ic/funds.html</a>	<a href="http://www.iowalifechanging.com/business/ic/internship_program.htm">www.iowalifechanging.com/business/ic/internship_program.htm</a>

Agency	Department of Elder Affairs		Iowa College Student Aid Commission		
Program	Senior Internship Program	Vocational Technical Tuition Grant Program	Teacher Shortage Loan Forgiveness Program	Registered Nurse & Nurse Educator Loan Forgiveness Program	Iowa Choices® Program
Available Funds	\$1,322,017 (Federal) \$64,957 (State) [FY2008]	\$2,776,222 (State) [FY 2008]	\$485,400 [FY 2008]	\$100,00 [FY 2008]	\$73,220 [FY 2008]
Target Population	Low income persons age 55 and older	Students enrolled in vocational-technical or career option programs at Iowa Community Colleges	Iowa Teachers	Registered Nurses & Nurse Educators	Iowa Students & Families
Service Level	Total # Served: 234	Total # Served: 3397	Total # Served: 167	Total # Served: 19	Total # Served: 73,077 (portfolios created) 676 (# of schools participating)
Impact/ Outcomes	<p>Provided 107,927 hours of community services to non-profit organization in Iowa.</p> <p>Participants achieved a 50% employment rate.</p> <p>73% of the participants remained on the job for 6-months or longer.</p>	<p>Grants of up to \$1,200 for full-time students with financial need.</p> <p>Part-time students are eligible for adjusted amounts.</p> <p>Encourages students to choose vocational-technical programs critical to economic growth in Iowa.</p>	<p>Provided eligible teachers willing to teach in high-need areas loan forgiveness to reduce their federal student loan debt.</p> <p>Reduce the shortage of teachers in high-need areas.</p> <p>Maximum annual award is equal to the average tuition rate at Iowa's Regent Universities.</p> <p>Must be employed full-time for one year no earlier than July 1, 2007.</p>	<p>Provided Nurses &amp; Nurse Educators Loan forgiveness to reduce their federal student loan debt.</p> <p>Reduce the shortage of Nurses &amp; Nurse Educators.</p> <p>Maximum annual award is equal to the average tuition rate at Iowa's Regent Universities.</p> <p>Must be employed full-time no earlier than July 1, 2007.</p>	<p>Students and families will gain a better understanding of the importance of career, educational exploration, and planning.</p>
Program Notes	<p>Prioritizes services to persons 55+ who are low income with barriers such as: Disabled, Limited English speaking, Rural areas, Veterans, Low employment, Failed employment under WIA, Homeless or at risk of homeless</p>	<p>FY08 Funds: \$2,776,222</p> <p>Service Level for FY08: 3,397 awards averaging \$900</p>	<p>FY08 Funds: \$485,400</p> <p>Projected service level for FY08: 100 awards averaging \$5,000 each</p>	<p>FY08 Funds: \$100,000</p> <p>Projected service level for FY08: 20 awards averaging \$5,000 each</p>	<p>Product assists students &amp; others with the process of planning, preparing, and paying for college.</p> <p>Free of charge to Iowa middle &amp; high schools, and postsecondary educational institutions.</p>
Additional Information (web site)	<a href="http://www.state.ia.us/elderaffairs">www.state.ia.us/elderaffairs</a>	<a href="http://www.iowacollegeaid.gov">www.iowacollegeaid.gov</a>	<a href="http://www.iowacollegeaid.gov">www.iowacollegeaid.gov</a>	<a href="http://www.iowacollegeaid.gov">www.iowacollegeaid.gov</a>	<a href="http://www.ihaveaplaniowa.gov">www.ihaveaplaniowa.gov</a>

Agency	Iowa Department of Corrections				Job Corps
Program	Office Specialist Program	Correctional Education High School/GED	Correctional Education Vocational Training/ College Course Work	Life Skills	Denison Job Corps
Available Funds	N/A	\$1,570,358	See Notes	\$206,972 (DoJ Grant)	N/A
Target Population	Female Offenders at the Iowa Correctional Facility	Offender that does not have a H.S diploma or GED, and/or that reads below 6 <sup>th</sup> grade level	Offender must meet educational requirements of college/university	Offenders in four Iowa prisons who are targeted for release within 6 months.	Youth ages 16-24
Service Level	Total # Served: 19 students served 5 graduates of program	Total # Served: 1,000 served 2,000 in need	Total # Served: N/A	Total # Served: 220 (FDCF - 43, ICIW - 92, NCCF - 29, NCF - 56)	Total # Students Served: 300
Impact/ Outcomes	<p>There were a total of five graduates from the program. All five took and passed all of the classes and earned the Office Specialist Certification from DMACC. Program Outcomes are as follows:</p> <ul style="list-style-type: none"> <li>* Five completed the program.</li> <li>* Two students completed four classes before leaving.</li> <li>* Six students completed three classes before leaving.</li> <li>* Two students completed two classes before leaving.</li> <li>* Five students attended only one class.</li> </ul>	<p>Literacy and GED are the primary programs offered in all nine state correctional facilities. Those offenders reading below a sixth grade reading level are enrolled in Literacy classes; offenders reading above a sixth grade reading level, and not possessing a high school diploma or GED, are enrolled in GED classes. Certain facilities also offer English Language classes.</p> <p>981 GED Completions 420 Literacy Completions</p>	<p>A limited number of vocational programs are available. The majority of vocational programs are offered at the Fort Dodge Correctional Facility which offers three programs: Welding, Carpentry, and Electrical Maintenance through Iowa Central Community College. Funding for this program is provided through the Youthful Offender Grant, available for those under the age of 25. Mitchellville provides an Office Specialist Program through Des Moines Area Community College and also receives Youthful Offender Grant monies. Newton Correctional Facility is just beginning a Welding Program through Des Moines Area Community College. The other facilities provide Work Readiness, Career Exploration and Keyboarding.</p>	<p>220 offenders completed Life Skills and Job Readiness Programming prior to release 220 offenders reviewed their credit reports and developed Financial Plans prior to release 220 offenders developed Transition Plans for aftercare services prior to release from prison 80 offenders were assessed for substance abuse and provided referral to aftercare services prior to release.</p> <p>Life Skills Training Academy-Career Link is offered 4 times per year. The first week of each 12-week training cycle is spent on orientation and assessment. The next ten weeks is spent in the classroom. Offenders meet for assessments for 3 hours per day for one week, workshops 3 hours per day, 5 days per week, for ten weeks. The final week is for follow up meetings and reflection.</p>	<p>53.3% completed high school diploma</p> <p>63.2% completed career technical training</p> <p>90.5% graduate placement</p> <p>\$8.77/hrly entry level wage</p>
Program Notes	<p>The program has the following requirements for enrollment:</p> <ol style="list-style-type: none"> <li>1. Student must have a GED or High School Diploma.</li> <li>2. Student must be discipline free for six months.</li> <li>3. Student must pass ASSET examination required by DMACC standards.</li> <li>4. Students must be anticipating release within one to three years of class beginning.</li> </ol> <p>Funding has been partially provided by a group entitled "Mitchellville Mentors" who have helped by providing some funds necessary to make up the unpaid difference. Other local groups also support this program. The program will be sustained as long as funding can be found.</p>	<p>Federal funding supplements are through Carl Perkins, Title One, and the Youthful Offender Grant. Federal Funding is based on the number of offenders served during the previous year.</p> <p>Any offender under the age of 21 in need of education is required by Federal Law to attend school while incarcerated. These students must attend up to four hours of classes a day, or at least 15 hours a week. Those students under the age of 21 who received Special Education services while in public school, also receive Special Education while enrolled in correctional education.</p>	<p>Very few facilities are able to provide college courses through an on-site instructor. Most college courses in the state's facilities are provided as correspondence through paper packets. Fort Dodge, Mitchellville, and Mount Pleasant receive funding for offenders under the age of 25 through the Youthful Offender Grant; for those over the age of 25, courses are paid for by the offender, or through family.</p>	<p>Life Skills is offered in four Iowa prisons, Fort Dodge Correctional Facility (FDCF), Newton Correctional Facility (NCF), North Central Correctional Facility (NCCF) and the Iowa Correctional Facility for Women (ICIW). It is provided through a grant funded contract with Des Moines Area Community College (DMACC) Life Skills is the pre-release piece (phase one) of the holistic re-entry process. The Life Skills curriculum includes assessments, training academy, and career link. The participants also have Microsoft Office computer class and vocational training. The total time in the classroom is 6 hours per day for a period of 12 weeks.</p>	<p>Our mission is to guide and support each student through a quality academic, social, and career technical training program designed to develop self esteem and job skills.</p> <p>There are over 9 career technical choices, a high school diploma program, an opportunity to attend college and much more.</p>
Additional Information (web site)	<a href="http://www.doc.state.ia.us">www.doc.state.ia.us</a>	<a href="http://www.doc.state.ia.us">www.doc.state.ia.us</a>	<a href="http://www.doc.state.ia.us">www.doc.state.ia.us</a>	<a href="http://www.doc.state.ia.us">www.doc.state.ia.us</a>	<a href="http://denison.jobcorps.gov">http://denison.jobcorps.gov</a>

# Created in Partnership:

Iowa Workforce Development  
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Des Moines, IA 50319  
800-JOB-IOWA

## In partnership with:

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Iowa College Student Aid Commission  
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Des Moines, IA  
515-242-3344

Department of Elder Affairs  
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800-532-3213

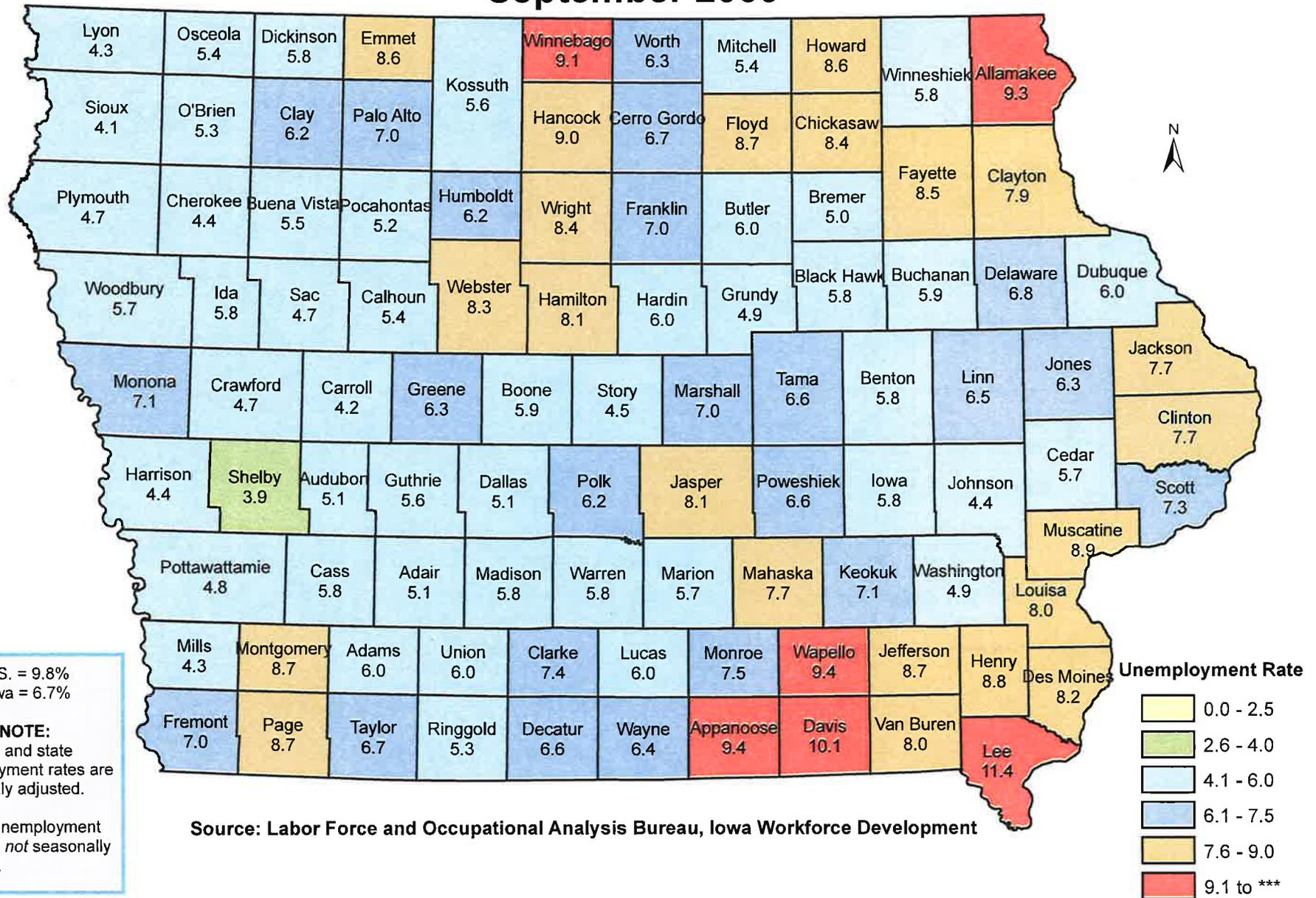
Iowa Department of Corrections  
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1000 E. Grand Avenue  
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[www.iowaworkforce.org](http://www.iowaworkforce.org)

# Iowa Unemployment Rates by County

## September 2009



U.S. = 9.8%  
Iowa = 6.7%

**NOTE:**  
The U.S. and state unemployment rates are seasonally adjusted.  
County unemployment rates are *not* seasonally adjusted.

Source: Labor Force and Occupational Analysis Bureau, Iowa Workforce Development

# IowaWorks

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## *Iowa Integration*

Based on the comprehensive changes that the Iowa economy and workforce continue to face, the state has determined that the optimal way of organizing and delivering workforce development services requires increased flexibility, effectiveness and efficiency. More workers need expedient access to more services -- featuring opportunities to acquire or expand skills in demand.

Iowa Workforce Development is implementing ***an integrated services model*** to help ensure that:

- Businesses across Iowa have the skilled workers they need; while workers gain and expand skills in demand;
- Workforce services and processes prove to be more efficient and effective; and
- The workforce development system makes a relevant, valuable contribution to each region's economic vitality.

In addition, the integration initiative is designed to achieve the requirements of Iowas' 2008 workforce service integration law, House file 2699.

## *Service Integration*

The integrated service delivery system has three major components:

- **Integrated Customer Pool** – All Center customers will move through a standardized process that co-enrolls individuals into multiple programs based on eligibility. This unified customer pool will be shared and served by multiple partners within a Center. Increased automation solutions and reductions in redundant processes are targeted, so that staff spend more time serving customers.
- **Integrated Customer Flow** – Based on initial assessment, customers will progress through services in a unified, standard process flow organized by “function” rather than “program.” Each customer starts with membership services (stream-lined program enrollment and initial triage); advances to skill development services (to build occupational and job seeking skills), and then finds success in employment services (with structured and facilitated job search).

Instead of a list of “program services,” customers will be recommended to one of three integrated service cohorts within the customer flow: career development for new workers; career advancement for workers in transition; and employment express to quickly return skilled workers to the workforce. Staff will ensure that services are customized to meet individual customer needs.

- **Integrated Customer Service Functions/Teams** – IowaWorks partner members work together in this functionally-organized service delivery model. Staff from multiple programs in each office will be assigned to the membership function/team, skills development function/team, or employment function/team, or combination of function/teams as appropriate for staff size and duties.

In addition to Wagner-Peyser, Trade, Veterans, and WIA Title 1 Adult and Dislocated Worker programs, the Iowa service integration will adopt standards and processes for increasing the integration of unemployment insurance customers and services to New Iowans. Beyond the transition phase, or within each Center as can be agreed upon by co-located partners, integration of other services will be developed with each relevant partner. This may include, for example, Older Worker programs, Vocational Rehabilitation, Job Corps, PROMISE JOBS, etc.

Staff will be led by integrated Leadership Teams in each region. Based on assignment to a specific role – and not what program employs them, each Leader will play a part in functionally supervising the integrated staff/teams. In addition, the Leadership Teams will ensure that workforce development activities are aligned with the regional economic development needs.

In order for the Center teams to be successful, and to align the team functions around the integrated customer flow, staff will work side-by-side with other staff performing the same *function* -- not necessarily employed by the same *program*. Office layouts will be modified so that staff are located in the area on a floor plan that is the same area where customers will receive the services of the team/function, and have open and unhampered access to customers receiving services under the function.

## ***Transition Process***

The Iowa integration model will be built on promising practices from around the country – adopted and customized for optimal impact in Iowa. In addition, a “learning lab” process will incorporate local input while testing and improving elements of the model prior to statewide implementation.

As launched, these new integrated Centers will bear the state’s new workforce services brand: IowaWorks.

### ***State-level Activities***

1. Develop objectives, model and methods, implementation plan
2. Provide clarification on state role; develop and distribute state-level policy, standards, requirements
3. Adopt service delivery principles; minimum service requirements
4. Develop evaluation and continuous improvement efforts

## ***Regional/Center-level Activities***

5. Establish common customer pool
6. Design customer (not program) flow
7. Develop unified operational policies
8. Create/operate functional service units
9. Assign and supervise staff by function
10. Prepare a procedures manual
11. Identify and train new staff skills

## ***Performance and Impact Evaluation***

In addition to federally mandated program performance measures, Iowa will adopt evaluation methods for quality and process components of the workforce development system.

## ***The Integration Model Overview***

### **3 Purposes:**

- Demand-Driven
- Skill-Based
- Integrated Service Delivery

### **3 Customer Needs:**

- Know Skills
- Improve Skills
- Get Job with Skills

### **3 Methods:**

- Integrated Customer Pool
- Integrated Customer Flow
- Integrated Staffing

### **3 Functions/Teams:**

- Membership
- Skill Development
- Employment

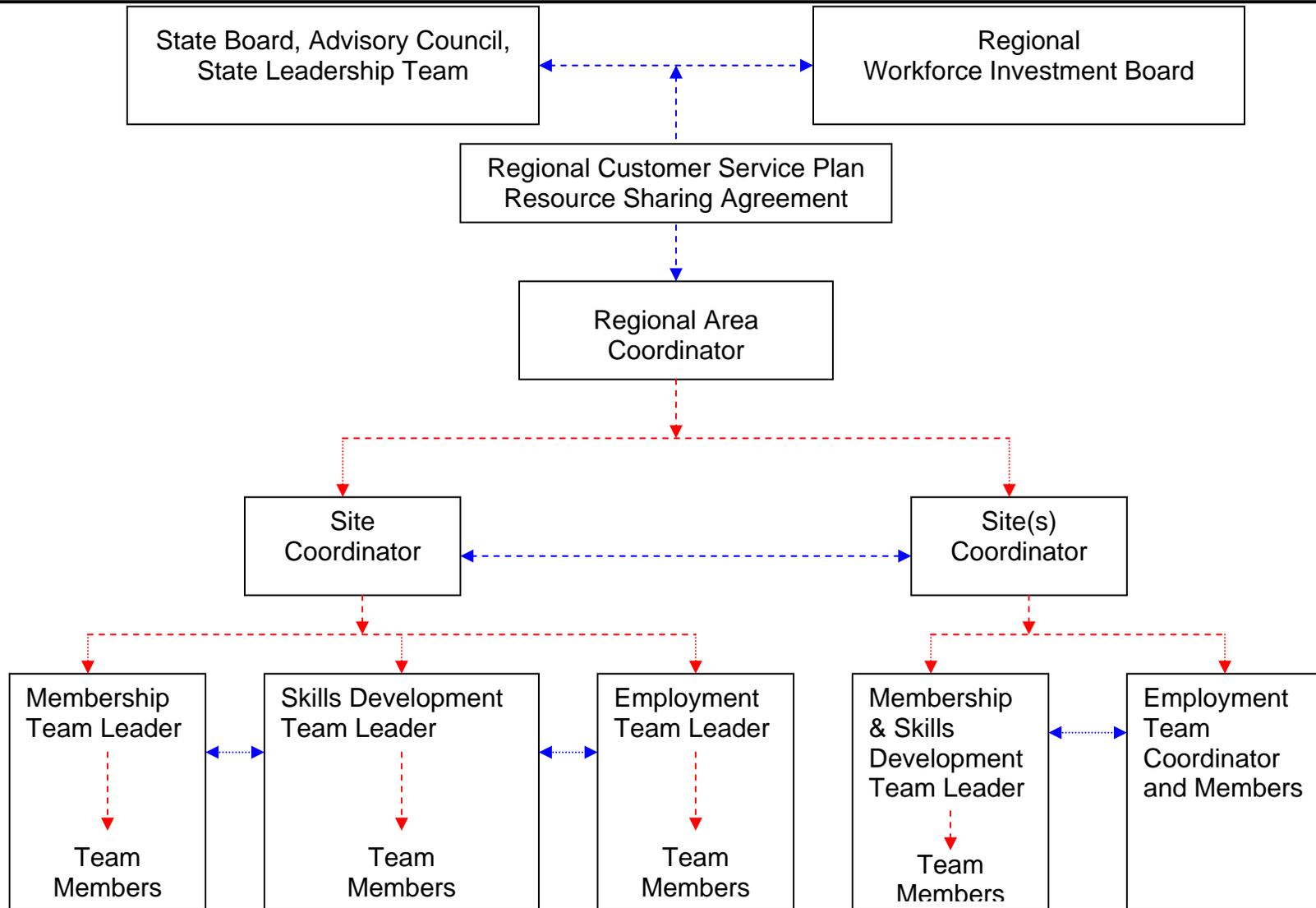
### **3 Integrated Inputs/Outputs:**

- Increased Volume
- More with Multiple Services
- Higher % Skill Enhancement

### **3 Integrated Outcomes:**

- Entered Employment
- Labor-Market Retention
- Earnings

# IowaWorks



Blue lines indicate collaboration and cooperation  
 Red lines indicate functional supervision

NOTE: This is a “functional” chart, intended to show the relationships of functions in an integrated services model; this chart is not, nor does it replace “organizational” charts.

## Workforce Investment Act

The Workforce Investment Act Program is delivered through service providers located in Iowa's fifteen regions and is directed locally by Regional Workforce Investment Boards. The Division provides state-level administration and oversight of all WIA activities. The program provides services to adults, dislocated workers and youth.

*Adults:* The Adult Program provides employment and training services to anyone 18 years of age and older. The goals are to increase their employment, earnings, occupational skills attainment and job retention. Services are provided through One-Stop Career Centers. There are three levels of service:

- Core services - includes outreach, job search and placement assistance, and labor market information available to all job seekers;
- Intensive services - Includes more comprehensive assessments, development of individual employment plans and counseling and career planning; and
- Training services - Customers are linked to job opportunities in their communities, including both occupational training and training in basic skills. Participants use an "individual training account" to select an appropriate training program from a qualified training provider.

The funding is limited and, therefore, places a priority for the provision of intensive and training services to adults who are low-income or welfare recipients. During Federal Program Year (PY) 08, the WIA adult program served 1,047 participants at a cost of \$2,422,783, or \$2,314 per participant. Adult participants achieving employment after program participation earned an average of \$11,324 for the second and third quarters after exit. After leaving the program, 78.8% of the participants became employed and 94.3% retained their employment for at least six months.

*Dislocated Workers:* The Dislocated Worker Program provides assistance for re-entry into the workforce for individuals that have lost their employment due to plant/business closings or downsizing. Dislocated workers are eligible for the same services as those served through the adult program. In PY08, The WIA Dislocated Worker Formula program served 2,913 participants at a cost of \$4,119,421, or \$1,414 per participant. After leaving the program, about 89.8% of the participants became employed, and 96.9% retained their job for at least six months. The average earnings for the dislocated workers in the second and third quarters after participation were \$14,402.

*Youth:* The WIA Youth Program is a comprehensive youth development program. With the support of the Department of Labor, many regions across the State are targeting the out of school youth to provide services and support that will lead to occupational training and gainful employment. Once again, the limited funding is requiring creative planning and collaboration with partner agencies by the regions to develop and provide the services for youth. During PY08, 447 Older Youth (aged 19 to 21) participated in the program. During PY08, 799 Younger Youth (aged 14 to 18) participated in the program. Total costs for the Youth program were \$3,277,062, or \$2,630 per participant.

Chester J. Culver, Governor

Patty Judge, Lt. Governor

Elisabeth Buck, Director



### Unemployment Insurance Training Extension Benefits

In March, Governor Culver signed a monumental Unemployment Insurance Modernization Bill. A component of the legislation provides individuals receiving unemployment insurance with the opportunity to receive an additional 26 weeks of benefits while they are enrolled in a department approved training program that leads to a career in a high-demand/high-growth occupation.

While the program only went into effect on July 5<sup>th</sup>, there is great interest in the program and we continue to monitor usage very carefully. In the first four months (July 5 – October 30), we paid \$ \$1,938,660 in training extension benefits. The breakdown of the applications is as follows:

Number of applications received	2,528
Number of TEB applications allowed	1,202
Number of TEB applications denied	184

The success of the program can be further measured by gender being nearly equal and 19.2% are indicating their ethnicity as being non-white. However, these numbers are not reliable as individuals on training extension benefits voluntarily report their gender and ethnicity.

#### **TEB total by gender**

Male	490	49.0%
Female	509	51.0%
Total	999	

#### **TEB by Ethnicity**

Ethnicity	Individuals	Percent of total	Percent excluding unknown
White	530	53.1%	80.8%
African American	83	8.3%	12.7%
Hispanic	28	2.8%	4.3%
Asian	8	0.8%	1.2%
Native American	5	0.5%	0.8%
Pacific Islander	2	0.2%	0.3%
Total non-white	126	12.6%	19.2%
Unknown	343	34.3%	
Total	999	100.0%	

#### **Breakdown of Industries for Retraining:**

Medical	25.1%
Business	23.9%
GED	10.7%
Other	40.3%



### Trade Adjustment Assistance

The Trade Act is known as the “Cadillac” of Iowa Workforce Development’s (IWD) services because of the wide-range of benefits available to individuals qualifying for trade adjustment assistance (TAA). Workers whose jobs have been sent overseas or whose hours of work and wages are eliminated or reduced as a result of increased imports are eligible for TAA. Workers acquire these benefits if the Department of Labor (DOL) approves their respective trade petition. Three workers, a company or union official, or a representative of IWD can submit a trade petition to the DOL.

Here is a partial listing of the primary benefits under the Trade Adjustment Assistance program as written by the Department of Labor:

**Trade Readjustment Allowances (TRA) – effectively non-state unemployment insurance**

- Up to 130 weeks of cash payments for workers enrolled in full-time training
- Up to 156 weeks of cash payments if the worker was also enrolled in remedial training

**Job Search Allowances**

- 100% of allowable costs, up to \$1,500

**Relocation Allowances**

- 100% of costs, up to the statutory limit for Federal Employees
- Provides an additional lump sum payment of up to \$1,500

**Training Services**

- Training may be approved on a full-time or part-time basis, although full-time training is required for TRA eligibility (the income benefit).
- Certified workers may begin approved training when threatened with separation from adversely affected employment

**Health Coverage Tax Credit (HCTC)**

- A tax credit covering 80% of an eligible participant's monthly qualifying health insurance premium

**Reemployment Trade Adjustment Assistance**

- Available to workers 50 years of age or older
- Workers may participate in TAA- approved training
- Requires full-time employment, unless the worker is also enrolled in TAA-approved training and employed at least 20 hours per week, and does not set a deadline for reemployment
- Available only for workers earning less than \$55,000 per year in reemployment
- Maximum benefit of \$12,000 over a period of up to two years
- Participants are eligible for the HCTC

Iowa had \$3,140,002 allotted for use in federal fiscal year FFY 2009 (October 1, 2008 to September 30, 2009). It is, however, an entitlement program and Iowa has continually exceeded its allotment. For example, in FFY 2008, Iowa had a final allocation of \$8,408,573. The year prior, 2,848 individuals exited the program, and Iowa had a final allocation of \$12,279,537; in that same period of time, Iowa received twelve authorized trade petitions. Iowa's performance measures for FFY 2009 were as follows:

Average Earnings (2nd and 3rd qtr after exit;6 month wages)	\$13,504
Employed First Quarter after Exit	79%
Retention Rate (% employed 1st Qtr, still employed 3rd Qtr)	91%